

Table 1.

ID	Gender	Date Joined	Extension	First	Second	Third	Fourth	Fifth	Years in	Accelerated
		Faculty	Year	Prob. Year	Prob. Year	Prob. Year	Prob. Year	Prob. Year	Rank	Tenure Review?
ns22375	Male	1/16/2011	2015	2011-2012	2012-2013	2013-2014	2014-2015	2016-2017*,**	6.5	No
ad32385	Male	7/1/2011	2014	2011-2012	2012-2013	2013-2014	2015-2016*	2016-2017**	6	No
vj239	Male	9/1/2011	2015	2011-2012	2012-2013	2013-2014	2014-2015	2016-2017*,**	6	No
Dr. Nikolova	Female	1/1/2014	2015	2014-2015	2016-2017*	2017-2018	2018-2019**		5.5	Yes

* Previous year does not count for probationary period because of extension

** Year considered for tenure

DEFENDANT'S
EXHIBIT

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Table 2.

Population	Gender	Department Committee Recommends For Tenure			College Committee Recommends For Tenure			College Committee Recommends Against Tenure		
		Denied		% Denied	Denied		% Denied	Granted		% Granted
		Total	Tenure	Tenure	Total	Tenure	Tenure	Total	Tenure	Tenure
Decisions prior to 2018-2019	Women	20	2	10.0%	17	1	5.9%	3	2	66.7%
	Men	63	7	11.1%	58	4	6.9%	6	2	33.3%
All Decisions, except Dr. Nikolova	Women	24	2	8.3%	21	1	4.8%	3	2	66.7%
	Men	73	7	9.6%	68	4	5.9%	6	2	33.3%
All Decisions	Women	25	3	12.0%	22	2	9.1%	3	2	66.7%
	Men	73	7	9.6%	68	4	5.9%	6	2	33.3%

Notes:

- 1) There are a total of 102 cases for which the Department and College recommendations were provided, 87 of these were prior to 2018-2019.
- 2) The Department Committees recommended denying tenure in four cases, all prior to 2018-2019 and all were denied tenure.
- 3) The College Committee recommended a "Tie" in three cases, all prior to 2018-2019 and all were denied tenure.

Table 3.

Gender	Decisions prior to 2018-2019			All Decisions, except Dr. Nikolova			All Decisions			All Decisions + Those Who Left Prior to Tenure Review		
	% Granted			% Granted			% Granted			% Granted		
	Total	Tenured	Tenure	Total	Tenured	Tenure	Total	Tenured	Tenure	Total	Tenured	Tenure
Women	21	18	85.7%	25	22	88.0%	26	22	84.6%	30	22	73.3%
Men	66	56	84.8%	76	66	86.8%	76	66	86.8%	90	66	73.3%

Table 4.

Date of Tenure Denial	9/1/2019
Date of Tenure	9/1/2023
Employer Contribution to Retirement	7.5%

Expected Future Salaries as of:	9/1/2019	9/1/2023
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Base Case: Tenured on 9/1/2019	\$129,500	\$149,314
Scenario 1: Tenured on 9/1/2023	\$114,639	\$146,665

Promotion increase	16.35%
Within-Rank Growth	4.86%
Catch-up growth	0.63%

Year Starting	Growth/ Expected	Growth	Base Case	Scenario 1	Loss	Retirement	Total Loss	Discount Factor	Present Value
	Contribution								
9/1/2019			\$129,500	\$114,639	(\$14,861)	(\$1,115)	(\$15,976)	100.00%	(\$15,976)
9/1/2020	0.00%	0.00%	\$129,500	\$114,639	(\$14,861)	(\$1,115)	(\$15,976)	100.00%	(\$15,976)
9/1/2021	4.86%	4.86%	\$135,794	\$120,210	(\$15,583)	(\$1,169)	(\$16,752)	99.98%	(\$16,748)
9/1/2022	4.86%	4.86%	\$142,393	\$126,053	(\$16,341)	(\$1,226)	(\$17,566)	99.76%	(\$17,524)
9/1/2023	4.86%	4.86%	\$149,314	\$146,665	(\$2,649)	(\$199)	(\$2,847)	99.06%	(\$2,820)
9/1/2024	4.86%	4.86%	\$156,570	\$154,713	(\$1,857)	(\$139)	(\$1,996)	97.75%	(\$1,951)
9/1/2025	4.86%	4.86%	\$164,180	\$163,203	(\$977)	(\$73)	(\$1,050)	95.83%	(\$1,006)
9/1/2026	4.86%	4.86%	\$172,159	\$172,159	\$0	\$0	\$0	93.55%	\$0
								Total Lost Compensation	(\$72,001)